

OCHR FACTSHEET

Personnel Options in Response to Zika Virus

26 February 2016

SPECIAL ISSUE

This Fact Sheet:

- Provides information on the Zika Virus
- Explains CDC Alert Levels
- Answers questions for civilian employees and eligible family members of civilian employees

Background

The Centers for Disease Control (CDC) recently issued a Level 2 travel alert to certain countries due to active transmission of the Zika virus. Zika is a viral infection believed to be predominantly spread by mosquito bites (first identified in Uganda in 1947 in rhesus monkeys). Recently, Zika virus infections in pregnant women have been linked to infants born with birth defects and potentially some cases of microcephaly.

CDC Alert

The CDC's Level 2 travel alert indicates that all individuals are at risk when traveling to areas experiencing ongoing Zika virus transmission.

Notice Level	Traveler Action	Risk to Traveler
Level 1: Watch	Reminder to follow usual precautions for this destination	Usual baseline risk or slightly above baseline risk for destination and limited impact to the traveler
Level 2: Alert	Follow enhanced precautions for this destination	Increased risk in defined settings or associated with specific risk factors; certain high-risk populations may wish to delay travel to these destinations
Level 3: Warning	Avoid all non-essential travel to this destination	High risk to travelers

With a Level 2 alert, travelers are advised to follow enhanced precautions and advised to delay travel to certain areas.

Information for Civilians in the Department of Defense (DoD)

Although certain precautions have been identified when traveling to the designated areas, the Department of State and the DoD have not ordered departures of individuals from locations identified with active Zika transmission.

Civilians should speak with their supervisors to find out what options are available if they are concerned about traveling to, or working in, a Zika virus-affected area.

Locations in the Americas with active Zika virus transmissions



- Aruba
- Barbados
- Bolivia
- Bonaire
- Brazil
- Colombia
- Puerto Rico
- Costa Rica
- Curacao
- Dominican Republic
- Ecuador
- El Salvador
- French Guiana
- Guadeloupe
- Guatemala
- Guyana
- Haiti
- Honduras
- Jamaica
- Martinique
- Mexico
- Nicaragua
- Panama
- Paraguay
- Saint Martin
- Suriname
- Trinidad and Tobago
- U.S. Virgin Islands
- Venezuela

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Frequently Asked Questions

Q. Has an evacuation been ordered for areas with Zika virus-affected areas?

A: Not at this time. Evacuations, or authorized departures, are ordered when a situation creates imminent danger to the life of employees or dependents who are present in a foreign area. In the event an evacuation is ordered civilian employees will be immediately notified.

Q. With no evacuation ordered at this time, are there other travel or relocation options available to civilian employees and eligible family members (EFMs)?

A: In general, the answer is yes. Federal travel regulations allow for a number of relocation options to be authorized for employees and EFMs. These options include, but are not limited to, assignment to temporary duty outside of the affected area (TDY), release from your transportation agreement, early return of dependent (ERD) orders or medical travel if the situation necessitates. In addition to the travel options, your supervisor may approve other flexibilities such as telework and/or annual leave in order to avoid exposure. You will need to work with your supervisor to find out what options may be available to you.

Q. Are travel options specific to only Zika virus-affected areas?

A: No, the options currently available are travel and work flexibilities afforded to employees of the Department of the Navy. You should work with your supervisor if you are interested in discussing any of the possibilities.

Q. I've heard there is a heightened risk for pregnant women; will the Navy do anything to help them?

A: Yes, because there is a heightened risk for pregnant women the Office of the Under Secretary of Defense for Personnel Readiness has highlighted appropriate policies that the Navy and Combatant Commands (CCMDs) can utilize to address requests by pregnant women who may wish to leave Zika virus-affected area locations outside the United States. These policies are found in the hyperlinks below.

Q. I am a DoD civilian who is pregnant and scheduled to go to one of the areas impacted by the Zika virus, what do I do?

A: There currently are options available to DoD civilian employees and can be coordinated with your supervisor, HR office and Command leadership. Contact them as soon as possible.

Q. I live in a Zika virus-affected area, should I evacuate?

A: Since there are currently no authorized or ordered evacuations in Zika virus-affected areas, the decision to leave is a personal one. You should consult with your supervisor on what options are available and carefully make life choices that could impact your employment status.

Where to Find Additional Information

Navy and Marine Corps Public Health Center (<http://www.med.navy.mil/sites/nmcphc/Pages/Home.aspx>)

Centers for Disease Control (<http://www.cdc.gov/zika/pregnancy/index.html>)

Department of State Standardized Regulations (DSSR):

https://aoprals.state.gov/content.asp?content_id=231&menu_id=81

Joint Travel Regulations (JTR): www.defensetravel.dod.mil/site/travelreg.cfm

Questions may be referred to local HR offices.

Commands may send questions to DONhrFAQ@navy.mil.



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